

**Memorandum of Agreement
By and Between
Seattle City Light
And
The International Brotherhood of Electrical Workers, Local 77
Regarding 2023 Seattle City Light Power Dispatcher Classification Series Wage Study**

This Memorandum of Agreement (“MOA”) regarding Seattle City Light Power Dispatcher Classification Series Wage Study is made and entered in to between the City of Seattle (“City”), Seattle City Light (“SCL”), and IBEW Local 77 (“Union”), (collectively the “Parties”). The terms of this MOA shall amend the wages of the three (3) existing Power Dispatcher classifications as contained herein.

Background

As a result of the January 23, 2021 through January 22, 2023 contract negotiations, the Parties agreed to conduct a Power Dispatcher Classification Wage Study as follows:

“The Parties agree to the following regarding a Power Dispatcher Wage Study – Within 6 months of full execution of this agreement, the Union, the City, and City Light agree to conduct a Wage Study of the Power Dispatcher classification series. The wage study shall include comparable utilities with similar control center responsibilities. The Union, the City, and City Light shall mutually agree to utilities that are determined to be comparable. By mutual agreement and upon completion of the wage study, the parties agree to initiate negotiations regarding the impacts of the study. The Union, the City, and City Light further agree that any agreed upon wage increases as a result of this study to the titles included in this classification series shall be retroactively effective to January 23, 2021.”

In accordance with the above agreement a wage study was conducted and completed on March 7, 2023 after receiving feedback from the Union. Subsequently, negotiations were initiated and completed with a favorable ratification vote being received by the Union on August 17, 2023.

Agreement

As a result of the completion of negotiations on August 17, 2023, the Parties have agreed to the following:

1. The Power Dispatcher Classification series exists exclusively at SCL and in no other City department. The wage adjustments contained herein shall only be applied to the Assistant Power Dispatcher, Power Dispatcher, and Senior Power Dispatcher classifications at SCL (“the Series”).
2. The wage adjustments contained herein will be applied to the Series retroactive to January 23, 2021.
3. The wage adjustments contained herein shall be applied to the Series prior to any future wage increases effective January 23, 2021.

4. The wage adjustments contained herein represent compensation at the “Median Market Mid-Point” as aligned with the City’s Classification and Compensation Philosophy.
5. The wage adjustments for the Series shall be as follows:

Job Title	Current Pay Band				Market Variance	New Pay Rate Step 1	New Pay Rate Step 2	New Pay Rate Step 3
	Step 1	Step 2	Step 3					
Assistant Power Dispatcher	\$51.51	\$53.57	\$55.63		13.83%	\$58.63	\$60.98	\$63.32
Power Dispatcher	\$61.75	\$63.93	\$66.14		27.57%	\$78.77	\$81.56	\$84.37
Senior Power Dispatcher		\$74.79			21.12%	\$90.59		

6. This Agreement contains the entire agreement between the Parties with regard to the matters set forth herein and constitutes full and final settlement.
7. The Parties willingness to enter into this Agreement shall have no precedential effect on their future dealings and negotiations. This Agreement is specific and limited to resolution of the specific matters contained herein and does not alter the Collective Bargaining Agreement between the Parties.
8. Any dispute over the interpretation, application, or enforceability of this Agreement shall be exclusively subject to the grievance procedure set forth in the current Collective Bargaining Agreement between the Parties.

For City of Seattle:

Bruce A. Harrell, Mayor
Date Signed: _____

For Seattle City Light:

Mike Haynes, Interim General Manager and CEO
Date Signed: _____

For Seattle Human Resources:

Richard Groff, Labor Relations Negotiator
Date Signed: _____

For Union:

Steve Kovac, Business Representative
Date Signed: _____